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Attorney and Arbitrator

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EDUCATION

Juris Doctor

UNIVERSITY OF MONTANA SCHOOL OF LAW

January 1980

MISSOULA, MONTANA

Bachelor of Arts, History

UNIVERSITY OF CHICAGO

June 1974

CHICAGO, ILLINOIS

Certificate, Administrative Law/Fair Hearing

NATIONAL JUDICIAL COLLEGE

June 1999

RENO, NEVADA

EMPLOYMENT

Administrative Law Judge/Hearing Officer

DEPARTMENT OF LABOR AND INDUSTRY

September 2005 to present

HELENA, MONTANA

Responsibilities: Neutral adjudicator in labor and employment contested cases, including unfair labor practices and questions of representation, compensation disputes, grievances, and occupational licensing matters.

Chief, Hearings Bureau

DEPARTMENT OF LABOR AND INDUSTRY

July 1997 to July 2005

HELENA, MONTANA

Responsibilities: In addition to adjudication of cases as described above, administration, management, and leadership for administrative law judges adjudicating contested cases in the area of unemployment insurance, employment relations, wage and hour issues, workers' compensation, and human rights.

Administrator

MONTANA HUMAN RIGHTS COMMISSION

May 1983 to June 1997

HELENA, MONTANA

Responsibilities: Administration, management, and leadership of state agency responsible for the elimination and prevention of discrimination in the State of Montana, including oversight of the investigation, conciliation, and hearing processes.

¹Approximately December through February each year.

Staff attorney
MONTANA HUMAN RIGHTS COMMISSION
Staff attorney
DISTRICT XI HUMAN RESOURCE COUNCIL

April 1982 to April 1983
HELENA, MONTANA
March 1980 to March 1982
MISSOULA, MONTANA

FEES AND CHARGES

Per diem: \$750 per day for hearing, and for research and writing of an opinion and award. A hearing day is any portion of a day up to 8 hours. Time for research and writing, and for hearing or travel over 8 hours in a single day, is prorated.

Expenses: Actual cost of reasonable travel and case-related expenses, including coach airfare, car rental, food and lodging. Personal automobile mileage at the applicable IRS expense rate.

Travel time: Travel time of 4 hours or more is charged at the per diem rate. Travel time under 4 hours is charged at \$400.²

Postponement and cancellation once hearing is scheduled:

More than 30 days notice:	\$250 docketing fee
15 to 30 days notice:	\$375 per scheduled hearing day
14 or fewer days notice:	\$750 per scheduled hearing day

²The arbitrator waives travel time charges from Costa Rica to the United States.